



# The City Of Fresno

Seeks An Experienced

**Director Of**  
**Transportation**



## UNIQUE OPPORTUNITY

The City of Fresno is seeking an experienced transportation professional with significant management experience to administer the Department of Transportation. The new Director must have excellent communication skills, a track record of progressively responsible management experience, a strong team orientation, and a sound working knowledge of transportation funding and legislation. If you are a highly experienced and knowledgeable professional in this field, and if you value responsive government and solution-oriented leadership, we invite your continued interest.



### THE COMMUNITY

Located on 106 square miles in the lush San Joaquin Valley in the heart of California, Fresno (the Spanish name for Ash Tree) is the Central Valley's largest metropolitan city within the greater county area that is approaching one million residents. Centrally situated between San Francisco and Los Angeles, Fresno serves as the business, financial, cultural, and entertainment capital of the San Joaquin Valley. Fresno is the state's sixth largest city.

Fresno (pop. 500,000) is a rapidly growing community within a world-renowned agricultural setting, featuring old-fashioned values coupled with larger city amenities. Fresno's Central Valley location provides easy access to the numerous cultural and recreational activities of both the San Francisco Bay Area

and the Los Angeles metropolitan area. Fresno is about three hours driving time to San Francisco, Los Angeles, Big Sur, the Monterey Peninsula, and Morro Bay. Famed Yosemite National Park as well as Sequoia and Kings Canyon National Parks are less than 90 minutes from Fresno. The City is near enough to other sites of natural beauty, such as the majestic Sierra Nevada Mountains and the Pacific Ocean, to offer year-round sports and recreational activities such as golf, tennis, fishing, biking, camping, sailing, winter sports, rock climbing, backpacking, and various water sports. Numerous lakes and two major rivers, including one of California's finest whitewater rafting rivers, are all in Fresno's backyard.

In-town activities include an excellent local theatre, a wonderful variety of music

and ballet, a vibrant nightlife, and a quality philharmonic orchestra. In addition, outstanding museums include the Fresno Art Museum, Arte Americas, the African American Museum, and the Fresno Metropolitan Museum, which attracts world-class touring exhibits.

Fresno's historic Tower District hosts many eclectic events such as the popular Mardi Gras. While there, one can enjoy browsing among its many boutiques, galleries and coffee houses. In mid-Fresno, Valley residents enjoy the splendor of the two-mile stretch of Christmas Tree Lane, an annual tradition for more than 70 years. Across town, the Old West is celebrated in the neighboring City of Clovis, famous for the annual Clovis Rodeo held for nearly 90 years. In addition, there are local gardens, parks, zoos, and water theme parks, as well as a strong sports presence. California State University—Fresno's football, basketball, baseball, and women's softball and soccer teams, along with Pacific University's volleyball team are among those that have enjoyed championship level competition and broad community support.

The Fresno region is also proud to display its agricultural roots through a series of annual events that include old-fashioned festivals, cultural celebrations,

and the largest harvest fair in California. Fresno's agricultural heritage can also be experienced at the many farmers' markets throughout the area.

Fresno offers an excellent environment for family life with its many recreational areas, and affordable housing. Schools include a thriving K-12 education system (with public and private options), a well-developed community college network, and universities including California State University—Fresno, Fresno Pacific University, National University, and a new University of California campus at nearby Merced. Additionally, a major branch of the University of California—San Francisco School of Medicine is located in Fresno.

### THE CITY GOVERNMENT

With 3,800 employees, Fresno is a full-service city under a "Strong Mayor" form of government. The Mayor is elected every four years through a city-wide election and appoints the City Manager. The City Council is comprised of seven Council Members who are elected by district to four-year overlapping terms. The Council appoints the City Attorney and City Clerk.

The City Manager is responsible for appointing all other department heads in 13 different departments including General Services, Planning and Development, Economic Development, Police, Public Works, Finance, Budget, Airports, Information Services, Fire, Parks, Recreation and Community Services, Transportation, and Public Utilities. The City operates two airports (Fresno Yosemite International services most major cities), a bus system, and water, wastewater, and solid waste utilities. The City currently has an annual budget of \$780 million.

## THE DEPARTMENT OF TRANSPORTATION

The Department of Transportation has a staff of 366 full-time and part-time employees and a current year operating budget of \$36.7 million and a \$27 million 5-year CIP. Funding sources consist of: State funds and grants (47.5%), passenger fares (23.8%), Federal funds (21.1%), local sales tax (4.7%), fund balance (2%), advertising (0.7%), and miscellaneous revenues (0.2%).

Within the Department of Transportation, the principal divisions are Planning, Administration/Finance, Operations, Maintenance, and Handy Ride (Para Transit

Service). The division chiefs report to the Director of the Department of Transportation who, in turn, reports to an Assistant City Manager. The Transportation Director also has oversight of the City's Traffic Operations Center and the Traffic Congestion and Air Quality Programs.

### Fresno Area Express (FAX)

The Department of Transportation operates the Fresno Area Express, offering 18 fixed-route bus lines featuring a modern fleet of over 100 buses and a dedicated team of transit professionals. FAX is a progressive public transportation system which employs alternative fuel/low emission equipment, an automatic ADA (Americans with Disabilities Act) announcement system, and satellite (GPS) tracking. Over 12 million riders use the FAX transportation system annually. FAX has an approximate 27% fare box recovery.

FAX Handy Ride is a shared ride, curb-to-curb service for individuals who are unable to access the FAX Fixed-Route system due to a disability. Handy Ride service is provided from any origin to any destination throughout the service area, for any trip purpose, and is available to American with Disabilities Act certified Fresno residents and visitors to the area.



## CURRENT ISSUES AND PRIORITIES

Departmental leaders have identified the following issues and challenges that will require the energy and dedication of the new Transportation Director:

- San Joaquin Valley Growth Response Study (SJVGRS)** – Inspired by concerns about the effects of rapid growth in the San Joaquin Valley and the difficulties in responding to that growth, the California Department of Transportation developed the SJVGRS. The study has developed a set of sophisticated models and tools that will help planners and policymakers predict the effects of various land use options, and lend support and guidance for land use decisions.
- Public Transportation Pre-Major Investment Study (Pre-MIS)** – The Pre-MIS is an outgrowth of the Fresno Area Express Long-Range Transit Master Plan. The study is assessing the feasibility of high capacity transit within the four candidate corridors identified in the FAX Long-Range Master Plan: Blackstone Avenue, Shaw Avenue, Cedar Avenue, and Kings Canyon/Ventura Boulevard. The study, when completed, will identify a
- Public Transportation Infrastructure Study (PTIS)** – The Council of Fresno County Governments is evaluating viable alternative mass transportation options for Fresno County. The study will develop ridership and cost projections for various scenarios to establish a long-range plan leading to optimum connectivity within the region.
- Measure C** – This existing sales tax is set for renewal on the November ballot. It currently provides up to \$10 million in new revenue for the Department of Transportation, making its renewal an important matter for the City.

“preferred corridor”, which can be further evaluated in a Federal Major Investment Study. The preliminary analysis shows Blackstone and Kings Canyon/Ventura as the two leading corridors.

## QUALIFICATIONS AND COMPETENCIES

The Director of Transportation must be a highly skilled individual who has the ability to maintain constructive working relationships with other City departments and divisions, citizens, and governmental officials at all levels. A background in transit funding and other funding sources for transit-







related projects and public works projects would be highly beneficial. Strong budget management and labor relations experience are highly desirable qualities for successful candidates. Minimum qualifications include a Bachelor's degree from an accredited four-year college or university in transportation planning, business or public administration, or closely related field, and at least five years of progressively responsible relevant experience.

In addition to these essential requirements, the City has identified the following required abilities and skills:

- Develop a vision and establish goals to meet transportation and traffic needs.
- Implement creative solutions and strategies to achieve departmental business goals.
- Provide leadership, direction and mentoring to staff, and effectively promote organization values and goals, including team facilitation and management.
- A demonstrated track record as a team builder and team player.
- Practical experience and knowledge of contract negotiation/administration, consultant oversight, program evaluation, and budget administration.

- Knowledge of the principles and practices applicable to transportation operations.
- Knowledge of principles and practices of traffic engineering and control, including codes, regulations, traffic system management, and traffic control devices.
- Understanding of relevant governmental agencies and legislation.
- Sound fundamental understanding of revenue sources pertaining to California transportation systems.
- Must have highly effective communication skills along with a personable, objective, open style.
- Must be politically astute, yet apolitical.

## COMPENSATION

The City has developed a comprehensive compensation program for this position. The specific features of the program include an annual salary up to the **mid to high \$120,000's**. Actual salary will be dependent on the qualifications of the successful candidate. The City offers a competitive benefits package including:

**Health and Welfare Plan** – covers medical, dental, vision, and some orthodontics for employee and dependents

**Retirement** – City System (2% @ 55); Reciprocity with PERS

**Annual Leave** – 22 days per year

**Administrative Leave** – 48 hours per year given each July 1 (up to an additional 32 hours based upon performance)

**Holidays** – 10 city-observed holidays annually, plus two personal days and birthday

**Long-term Disability Income** – City pays 2/3 of monthly salary up to \$7,500 per month

**Life Insurance** – Equal to annual salary, paid by City

**Deferred Compensation** – Available at employee's option

**Auto Allowance** – \$300 per month

**Flexible Spending Account** – IRS 125 plan for health/dependent care

## APPLICATION PROCEDURE

Resume should reflect size (staff/budget) and scope of recent responsibilities, as well as **years and months** of beginning/ending dates of positions held. To be considered for this outstanding career opportunity, please submit your resume, cover letter, current salary, and four work-related references by **Friday, July 28, 2006** to:



Stuart Satow  
CPS Executive Search  
241 Lathrop Way  
Sacramento, CA 95815  
Phone: 916-263-1401  
Fax: 916-561-7205  
Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website:  
[www.cps.ca.gov/search](http://www.cps.ca.gov/search)  
City Website:  
[www.ci.fresno.ca.us](http://www.ci.fresno.ca.us)

Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. In mid-August, the consultant will interview candidates whose experience is deemed to most closely match the ideal candidate profile. The City will then select a small number of candidates to compete as finalists. Interviews with finalists are expected to occur in late August or early September. It is anticipated that an appointment will be made by late September, following thorough reference and background checks.

*Fresno is an  
Equal Opportunity Employer*

